

## 2.5 Methodology for Identifying Habitat and Species Threats, Issues, and Conservation Actions

Threats, issues, and conservation actions were identified for habitats (natural communities within Ecological Landscapes) as well as on a species-by-species basis. The Ecosystem Management Planning Team members identified in Section 2.1 developed habitat level threats, issues, and conservation actions primarily using personal knowledge as well as literature sources such as *Ecological Landscapes of Wisconsin* (Wisconsin DNR 2004a) and Wisconsin's Biodiversity as a Management Issue (Addis et al. 1995). Habitat threats, issues, and conservation actions have been incorporated into each of the respective natural community sections of the plan (Section 3.3).

A separate process was established to identify threats, issues, and conservation actions for individual vertebrate species of Greatest Conservation Need. Species threats, issues, and conservation actions were provided by the Species Teams and other knowledgeable individuals, including Conservation Partners. The threats, issues, and conservation actions were identified using personal knowledge, literature sources, and databases. For example, individuals consulted the Partners in Flight North American Landbird Conservation Plan (Rich et al. 2004), U.S. Shorebird Conservation Plan (Brown et al. 2001), Waterbird Conservation for the Americas: The North American Waterbird Conservation Plan (Kushlan et al. 2002), Wisconsin Fishes 2000: Status and Distribution (Lyons et al. 2000), Geographic distributions of the amphibians and reptiles of Wisconsin (Casper 1996), Mammals of Wisconsin (Jackson 1961), Mammals of the Great Lakes Region (Kurta 1995) and Natural Heritage Inventory Database (BIOTICS). Additional literature sources consulted during the planning process are provided in the Bibliography of this document.

Comments received involved both habitat related and non-habitat related threats, issues, and conservation actions. Threats, issues, and conservation actions that are relevant to a number of Species of Greatest Conservation Need within a given vertebrate taxa (birds, fish, herptiles, or mammals) appear in the introduction section for each respective taxa group in Section 3.1.1. Specific threats, issues, and conservation actions that apply to individual Species of Greatest Conservation Need are addressed within the species summaries that follow the corresponding taxa introduction.

Threats, issues, and conservation actions provided in this plan are intended to be illustrative rather than definitive and were not ranked in any way. All of the species-specific and habitat related conservation actions identified in this plan are considered to be a priority. Any species-specific or habitat related conservation action that was not determined to be a priority was not included. Important first steps in the implementation of *Wisconsin's Strategy for Wildlife Species of Greatest Conservation Need* will include working with Conservation Partners to collectively recommend priority conservation actions at a regional level and developing specific conservation action performance measures and monitoring strategies for those conservation actions.

It is important to recognize that there are some conflicting conservation actions that have been identified in this plan. At times, managing for one or several Species of Greatest Conservation Need may conflict with other Species of Greatest Conservation Need or other more common species. This is expected and ecologists and land managers have long wrestled with how best to balance the management of multiple species. When implemented, conservation actions should seek to minimize incompatibility issues to the greatest extent practicable.